

Safeguarding, child protection & low level concerns – appendix

East Leake Academy

September 2024

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1. Academy statement

We follow all aspects of statutory safeguarding guidance outlined in the Trust policy [here](#).

To achieve and maintain outstanding safeguarding practice, East Leake Academy is committed to the wellbeing of each child through:

Communicating our vision: **To inspire. To raise aspiration. To create brighter tomorrows.**

At East Leake Academy, we nurture curiosity, develop wellbeing, and empower children and young people to go beyond their aspirations. Together, we make a difference in our diverse communities, and in the lives of those who learn with us and work with us.

We articulate our values through: **We empower. We respect. We care.**

Safeguarding and promoting the welfare of children is paramount. Everyone who comes into contact with children within the academy has a role to play. In order to fulfil this responsibility effectively a child centred approach is adopted by all.

2. Safeguarding personnel / key contacts

Staff contacts

East Leake Academy recognises its responsibilities for safeguarding children and protecting them from harm.

This Safeguarding and Child Protection Policy appendix will be reviewed by the Local Academy Committee:

- Date of last review: September 2024
- Date of next review: September 2025

Role	Name	Contact Details
Designated Governor for Child Protection & Safeguarding	Gareth Roberts	groberts@gov.diverse-ac.org.uk
Designated Safeguarding Lead	Chris Berry	cberry@eastleake-ac.org.uk

Deputy Designated Safeguarding Lead	Clare Baxter	cbaxter@eastleake-ac.org.uk
Deputy Designated Safeguarding Lead	Thomas Reid	treid@eastleake-ac.org.uk
Safeguarding Officer (Non-Teaching)	Debora Bauld	dbauld@eastleake-ac.org.uk
SENDCo (DSL Trained)	Esther Wilson	ewilson@eastleake-ac.org.uk
Looked After Child Lead	Thomas Reid	treid@eastleake-ac.org.uk
Mental Health Leads	Clare Baxter Marie Glover	cbaxter@eastleake-ac.org.uk mglover@eastleake-ac.org.uk
Mental Health First Aiders (and above)	Sally Hopewell Amanda Lepora Emily Higgins Jess Watson Michael Chambers Debra Bauld	shopewell@eastleake-ac.org.uk alepora@eastleake-ac.org.uk ehiggins@eastleake-ac.org.uk jwatson@eastleake-ac.org.uk mchambers@eastleake-ac.org.uk dbauld@eastleake-ac.org.uk
Online Safety Leads	Chris Berry Michael Chambers	cberry@eastleake-ac.org.uk mchambers@eastleake-ac.org.uk
LA Child Protection Contact (Safeguarding Children in Education Officer)	Cheryl Stollery	cheryl.stollery@nottsc.gov.uk 0115 8041047
LADO	Eva Callaghan	eva.callaghan@nottsc.gov.uk 0115 8041272
MASH (Multi-agency Safeguarding Hub)		Multi-Agency Safeguarding Hub (MASH) Nottinghamshire County Council 0300 500 80 90

MASH (Consultation Line)	Microsoft Word - Flyer re MASH consultation line - 14.6.22.docx (nottinghamshire.gov.uk) 0115 977 4247
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At East Leake Academy, all of our Pastoral Leaders are DSL trained.

3. Responsibility for implementing the safeguarding policy in the academy

Safeguarding is the responsibility of all staff at East Leake Academy and as such, everyone is responsible for implementing the safeguarding policy.

The Principal and Safeguarding Team ensure that all staff at East Leake Academy understand and can effectively implement the safeguarding policy.

Any staff member who does not follow the safeguarding policy and our procedures may be subject to disciplinary proceedings

4. Whistleblowing at East Leake Academy

Who is of concern	Report to	Acted upon by
Any member of staff employed by, or working in a voluntary capacity (including governors) with, the Trust	Chris Berry (DSL) and Thomas Reid (Principal)	DSL and Principal
Principal – Thomas Reid	Executive Principal – David Vernon	Executive Principal – David Vernon
Executive Principal / Executive Leader	Chief Education Officers/Chief Operating officer	Chief Education Officers/Chief Operating officer
Chief Education Officers/Chief Operating officer	Chief Executive Officer	Chief Executive Officer
Chief Executive Officer	Designated MAT Trustee for Safeguarding (Margaret Blore) mblore@dalpgov.ac.org.uk	Designated MAT Trustee for Safeguarding

5. Training

In addition to the statutory national and mandatory Trust training expectations, staff at East Leake Academy receive training in the following ways:

- Safeguarding briefings (half-termly)
- Pastoral team meetings
- Safeguarding bulletins (email)
- Twilight
- INSET
- Student update briefings (bi-weekly)

Additional training is available and is often in response to emerging threats within the academy.

These include:

- National College Modules
- Child-on-child abuse, including sexual harassment and sexual violence
- NSPCC
- Supporting students with mental health and well-being concerns
- Nottinghamshire Safeguarding Children Partnership Events
- Online safety

6. Working with parents / carers

East Leake Academy strongly believe the importance of effective parental engagement. We aim to have regular contact with parents to ensure we identify and support any potential emerging safeguarding threats.

East Leake Academy will always discuss safeguarding concerns with parents/carers unless to do so would:

- Place the child at risk of significant harm or further risk of significant harm
- Place a vulnerable adult at risk of harm
- Compromise any enquiries that need to be undertaken by children's social care or the police.

7. Curriculum – safeguarding

East Leake Academy's PSHE (Personal, Social, Health Education) curriculum and Personal Development curriculum ensures pupils are taught how to keep themselves safe. This is approached as appropriate to the individual child and their developmental level.

The curriculum is delivered to the children via dedicated teaching sessions and is reinforced through staff modelling expectations throughout the academy day. Some children require more individualised subject material to be covered and this will be addressed appropriately for the child.

Our PSHE and Personal Development curriculum cover the following areas:

Relationships

- Families and Friendships: Roles of different people; families; feeling cared for
- Safe Friendships: Recognising privacy; staying safe; seeking permission
- Respecting ourselves and others: How behaviour affects others; being polite and respectful
- Healthy and unhealthy relationships and how we can recognise harmful behaviours

Living in the Wider World

- Belonging to a community: What rules are; caring for others' needs; looking after the environment
- Media literacy and digital resilience: Using the internet and digital devices; communicating online

Health and Wellbeing

- Physical health and mental wellbeing: Keeping healthy; food and exercise; hygiene routines; sun safety
- Growing and changing: Recognising what makes them unique and special; feelings; managing when things go wrong
- Keeping Safe: How rules and age restrictions help us; keeping safe online
- Mental health: anxiety, self-harm, suicidal thoughts, depression

Online safety

- Content: being exposed to illegal, inappropriate, or harmful content
- Contact: being subjected to harmful online interaction with other users
- Conduct: online behaviour that increases the likelihood of, or causes, harm;
- Commerce: risks such as online gambling, inappropriate advertising, phishing and or branding

Equality and diversity

- Identifying and celebrating individual differences
- Supporting students with protected characteristics
- Racism: recognising it, challenging it and reporting it, anti-racism
- Misogyny: recognising it, challenging it and reporting it, toxic masculinity

8. Child-on-child sexual harassment and sexual violence

East Leake Academy recognises that children are vulnerable to and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse.

Some children at East Leake Academy have additional needs and may not understand that their behaviour is child-on-child abuse and therefore it is important that our response is reasonable and justifiable considering the child's developmental level.

The curriculum is delivered to support their development and understanding of what is and what is not appropriate behaviour towards their peers.

Child-on-child abuse will not be tolerated or passed off as part of "banter" or "growing up".

We are committed to a whole academy approach to ensure the prevention, early identification, and appropriate management of child-on-child abuse within our academy and beyond. In cases where child-on-child abuse is identified we will follow our child protection procedures, taking a contextual approach to support all children who have been affected by the situation.

We will minimise the risk of child-on-child abuse by:

- Challenging any form of derogatory or sexualised language or behaviour, including requesting or sending sexual images
- Being vigilant to issues that particularly affect different genders – for example, sexualised or aggressive touching or grabbing towards female children, and initiation or hazing type violence with respect to boys
- Ensuring our curriculum helps to educate children about appropriate behaviour and consent
- Ensuring children know who to report any concerns to if needed
- Ensuring that all staff have an understanding this a child harming a peer could be a sign that the child is being abused themselves

Responding to alleged incidents of sexual violence and sexual harassment

All reports of child-on-child abuse will be made on a case-by-case basis with the designated safeguarding lead or their deputy taking a leading role using their professional judgement and supported by other agencies such as social care or the police as required.

The child's developmental level will be central to ensuring any responses to sexual violence and sexual harassment are reasonable and justifiable.

9. Local contextual safeguarding

East Leake Academy is a mixture of rural and city catchment which gives the academy a true

comprehensive feel. There is increasing diversity within the academy after history of a predominantly white British community. All socio-economic groups are represented.

Academy specific concerns:

- Anxiety
- Attendance
- Equality & diversity
- Mental health
- Self-harm
- Wellbeing / welfare

Academy response:

- Student counsellor/student support – Marie Glover
- Anxiety Related Non-Attender (ARNA) key worker – Sonya Elliott
- Four trained Mental Health First Aiders – Clare Baxter, Marie Glover. Sally Hopewell & Amanda Lepora
- All Heads of Year are DSL trained
- Pastoral Assistants (to be DSL trained)
- Mental health and well-being education throughout PDL and PSHE curriculum
- Equality and diversity education throughout PDL and PSHE curriculum
- Anxiety workshops
- Community Connect Events
- Inclusion Team
- Safe spaces for students
- Specialist provision (Brook House)
- EBSA Audit – SENDCo
- Identification of trends of My Concern logs to ensure a holistic and evidence based approach to safeguarding culture
- Close working relationships with outside agencies

10. Working with agencies

At East Leake Academy we work closely with multiple external agencies due to the complex needs of our children. These include:

- Multi Agency Safeguarding Hub (MASH) – used for both referrals and advice
- CAMHS – mental health support
- Harmless/The Tomorrow Project – self-harm and suicide prevention
- Targeted Family Support Team
- Early Help
- IMARA – supporting students who have been sexually abused
- Educational Psychology Service
- Nottinghamshire Police
- Pediatric Consultants & GPs
- NHS therapists
- HRET
- EL Family Schools SENDCo
- Schools & Families Specialist Services
- Equation – Equate Project
- Tackling Emerging Threats to Child Team

11. Additionally Vulnerable Children

East Leake Academy ensure that additional and appropriate support is provided to support the most vulnerable students in our school

Special educational needs or disability students: Children with special educational needs or disability can face additional safeguarding challenges. Staff in our Academy recognise that additional barriers can exist when recognising abuse and neglect in this group of children.

Counselling support: the counselling/student support service is available to all students at East Leake Academy. Students can bring any issue to counselling. The counsellor is trained to work with many of the issues that young people face today including anxiety, relationship problems and fears.

Children in Care: The most common reason for students becoming looked after is as a result of abuse and/or neglect. The safeguarding and pastoral team work closely to support any student in care and ensure they have at least one identified key worker who will do regular check-ins and liaise with other relevant members of staff to ensure the appropriate support is put in place.

LGBTQ: East Leake Academy believe that respect for ourselves and others is a fundamental right and responsibility of/for all. Inappropriate language or behaviour is challenged. It is the duty of all staff to ensure that every member of the community feels valued, irrespective of their sexual/gender orientation, race or religion. Diversity is celebrated and valued within East Leake Academy. East Leake Academy Pride provides a safe and comfortable space for students who may be questioning their gender, sexuality or just want to show their support towards the community or their friends.

This policy appendix is reviewed annually to reflect national guidance and local academy strategies to managing attendance.